



Job Announcement: Senior Capacity Builder

ABOUT WE MAKE THE FUTURE

We Make The Future (WMTF) is the new implementation home for the Race Class Narrative (RCN)¹. We combine strategic communications and coalition building to develop a shared narrative that motivates our base and persuades the middle for wins that benefit working people across issues, campaigns and geographies. Working in partnership with researchers, content creators, and community based organizations, we aid in the implementation of messaging research by building the capacity of communicators, organizers and spokespeople.

We believe that there must be three pillars of equal importance for any shared narrative work to be publicly and politically relevant in the real world. If one of the components is missing, then the work will be less effective. Our three pillars are:

1. **Public Opinion Research Collaboration** - We work with research partners to employ evidence-based public opinion research that builds a multi-racial movement. This research must motivate our base, who are primarily POC while also persuading as many white people as possible on our economic and racial justice policy solutions.
2. **Alignment at the National, State and Local Level** - In partnership with national, state and local movement organizations, we help to build narrative alignment that engages the public and creates repeaters of our narratives addressing race and class.
3. **Bridging Research and Implementation** - We create a bridge between narrative and practice through the creative implementation of messaging research in print, video and audio.

ABOUT THE ROLE

We are looking for a dynamic and engaging Capacity Builder to join the We Make the Future team. This position is responsible for work that is crucial to the proliferation of the RCN framework: workshop facilitation, curriculum development, coaching and technical assistance. This position focuses on developing and refining our curriculum and facilitation techniques,

¹ The Race Class Narrative originated through collaboration between Ian Haney López, Heather McGhee, Anat Shenker-Orsorio, Lake Research Partners, Brilliant Corners, SEIU and Demos.

supporting our partners through workshop engagements and coordination of strategic partnerships around the country.

Responsibilities

- The primary responsibility of this position is to lead the facilitation and evaluation of workshops on the Race Class Narrative and other messaging research to aid partners, policymakers, organizers, and other social justice leaders in applying our tested approaches to their work.
- Analyze, track and assess capacity building needs among partner organizations.
- Facilitating the sharing of experiences, dissemination of successful practice, and fostering of a learning culture.
- Track innovative facilitation practices with special attention to communications, racial justice and online learning
- Designing, writing and editing tools and workshop materials, including presentations, interactive activities, publications, and web content.
- Co-create workshop materials that incorporate latest RCN research and messaging recommendations.
- Coordinating and growing a team of state based facilitators of the RCN framework
- Contributing to quality control of WMTF workshops, upholding our workshop methodology, and creating internal learning programs for the broader facilitation team.
- Convening partners for strategy sessions.
- Identifying and working with partners in the field to gauge strategic communications needs and promote communications tools and support deploying RCN implementation materials as appropriate (e.g. toolkits, handouts), and workshop opportunities.
- Providing strategic guidance, technical assistance and input, and editing to state partners' news releases, op-eds, and other communication materials.
- Working collaboratively with the WMTF team to develop and define its programs and strategies.

Desired Qualifications

Previous work experience in facilitation, popular education, and campaign communications.

- Knowledge and experience with Race Class Narrative findings and implementation.
- Understanding of basic strategic communications practices.
- Established relationships with state and national movement building organizations.
- Demonstrated commitment to social justice and social change.
- Excellent writing, public speaking, facilitation, and analytical skills.
- A background in racial justice and/or experience working with racially and culturally diverse partners, audiences, and workshop participants.
- Ability to clearly and respectfully edit partner materials and provide feedback.
- Familiarity with Zoom, Google Suite, Microsoft Office Suite and/or iWork Suite, and Slack.
- Ability to collaborate with and onboard several statewide progressive organizations and organize time with independence.

- Ability to handle multiple “priorities” assignments simultaneously and meet established deadlines.
- Strong team player, familiar with team dynamics and willing to work in a virtual team environment.
- Willingness and desire to learn new technologies, tactics, and strategies.

ADDITIONAL INFORMATION

- This is a full-time salaried position with an annual salary of \$85,000-\$95,000.
- Remote position
- In-state and national travel is required once deemed safe. Some weekend and evening hours will be required.
- Work-related expenses are reimbursed according to policy.
- Our strong benefits package includes healthcare, dental, and vision, retirement matching, professional development opportunities, paid family leave, a flexible work environment and a generous vacation allowance.
- This position will report to the Co-Directors of We Make the Future.

APPLICATION INSTRUCTIONS

Please email an attachment with your resume, (optionally) a sample of your work, and a cover letter that addresses the following questions to: info@wemakethefuture.us

1. What interests you about this job?
2. What’s something you’ve done that demonstrates your commitment to keep workshop facilitation engaging and interactive for participants?
3. What’s a common strategic communications mistake made by nonprofits who conduct advocacy work? What should they do to improve?

Questions about this position or the application process can be sent to info@wemakethefuture.us

Applications will be reviewed on a rolling basis, with applicants encouraged to apply by June 14th, for a start date on August 2nd 2021.

Please note: This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities are based on organizational needs and may change at any time with or without notice.

We Make the Future provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, criminal history, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

We believe that marginalized communities must be centered in the work we do and strongly encourage people of color, people from working class backgrounds, women and LGBTQ people to apply.